

Teacher: I don't agree with something on my evaluation and want to appeal it.

Principal: Are you in your second year or more?

Teacher: Yes.

Principal: Would a change in the evaluation result in a difference of licensure?

Teacher: Yes.

Principal: Then we can begin the appeal process.

Teacher: Good, what happens next?

Principal: I'll let Superintendent Thomas know, and we'll have another certified evaluator provide a second opinion.

Teacher: I don't feel the second evaluator can be unbiased, if he or she comes from our district.

Principal: No problem, I'm happy to help you feel confidence in the outcome, and will get in touch with the Chief Certification Officer at the Department of Education. He'll assign an independent reviewer from a list of qualified evaluators. The list is reviewed annually by the Professional Standards Commission, so we know they're trained and willing.

Teacher: Great, thank you. I know we have our differences, but I appreciate your willingness to support me in this process so we're sure my evaluation is as accurate as possible.

SECOND EVALUATION HAPPENS

Teacher: I'm still not happy with the results, and feel the outcome is not an accurate reflection of my practice as a professional educator.

Principal: I'm sorry to hear that. Your next step is to discuss this with the superintendent and school board through an informal review process. Dr. Thomas is a certified evaluator, so he'll be able to provide a third set of eyes to the process and the outcome.

Teacher: Great, I trust Superintendent Thomas. He's a great guy.

INFORMAL REVIEW HAPPENS

Teacher: Thank you for your unbiased view and careful critical eye, Dr. Thomas. While I appreciate it, I still don't agree with the outcome, so I'm going to appeal to a body of my peers, at the Professional Standards Commission.

Teacher and district submit all evidence to the PSC for consideration at their May meeting. PSC ruling is final.